



Physician HR Progress Report

A Physician Human Resource Strategy for Canada
TASK FORCE TWO

Fall 2005

Mapping out HR Planning for Physicians

Task Force Two is now in the final phase of its three-year mandate to develop long-term human resource strategies for physicians in Canada. The work that began with a series of comprehensive studies into physician HR trends and challenges in Canada is now culminating in the efforts of five working groups to distill and use the findings of this research to develop long-term strategies for five key aspects of physician human resources:

1. Recruitment and retention;
2. Education and learning;
3. Licensure, regulatory issues and liability;
4. Interprofessionalism; and
5. Infrastructure and technology.

Over the summer, Task Force Two retained the services of a healthcare consulting firm, Med-Emerg to assist with the strategy development phase. Med-Emerg began by developing a series of five discussion papers corresponding to the five aspects of physician HR listed above. They are now working closely with members of five Working Groups that have been

called together to bring a fresh and diversified perspective to the strategy development process. Each Working Group is composed of eight to ten members drawn from the Steering Committee and from a variety of health care organizations and governments in different jurisdictions from coast to coast.

The five Working Groups are being led in their efforts by one of five Working Group Chairs:

- Mo Watanabe – Chair, Recruitment and Retention Working Group
- Wayne Weston – Chair, Education Working Group
- Fleur-Ange Lefebvre – Chair, Licensure, Regulatory Issues and Liability Working Group
- Sandra MacDonald-Rencz – Chair, Interprofessionalism Working Group
- Glenn Brimacombe – Chair, Infrastructure and Technology Working Group



All five Working Groups gathered in Ottawa on October 11th and 12th for a two-day workshop facilitated by Dr. Ramesh Zacharias, CEO and founder of Med-Emerg and Dr. Jim McKinlay. Using the discussion papers

(Continued on page 2)

Validating the Framework and Tool to Analyze Models of Care

Members of the research team from R.A. Malatest & Associates are now wrapping up work on the analytical framework and tools they have developed to help health human resource planners analyze new and emerging models of care. The

research team reported during the September meeting of the Steering Committee on the results of a series of interviews they undertook with experts and stakeholders. They also provided an update on site visits they are undertaking to observe first-

hand how these models of care are affecting healthcare delivery for patients. The team will provide the Steering Committee with a final report by December.

(Continued from page 1)

as a foundation, the Working Groups discussed and confirmed:

- the desired future state for physician human resources;
- the key success measures and outcome indicators;
- the current state assessment;
- strategies to move from the current state to the desired future state; and
- common short and long term strategies across all five aspects of physician HR planning.

As part of the Strategy development process, the 15-member Strategy Group met on November 8th to refine the strategic directions that will be presented to the Task Force Two Steering Committee November 30 and December 1. These strategic directions will serve as the basis for Task Force Two's Strategy for Physician Human Resources that will be validated by stakeholders during the National Conference on Physician Human Resources in Ottawa (January 22nd to 24th, 2006).



National Conference Builds Momentum

Intertask Conferences, the Conference Secretariat retained by Task Force Two to manage the National Conference on Physician Human Resources, has been hard at work receiving delegate confirmations generated by an invitational letter sent to invited organizations last August. As of November, more than 58 organizations had signaled their intention to send delegates to this landmark conference. More organizations will follow as further promotional materials are distributed. The delegates will include a range of senior-level health care human resource planners, medical associations and organizations, and all levels of government officials.

For its part, Delta Media, Task Force Two's communication agency, is

helping to promote the conference and managing a dedicated Conference section on the www.physicianhr.ca Web site. The agency is also developing plans for media relations surrounding the Conference.

The National Conference on Physician Human Resources will

serve as a culmination of the three years of work by Task Force Two. The success of the Conference will rely on the full and active participation of widely representative organizations, each of which can contribute its unique expertise and perspective to the discussions.



**A Physician Human Resource
Strategy for Canada**

TASK FORCE TWO

**Une stratégie en matière d'effectifs
médicaux pour le Canada**

GROUPE DE TRAVAIL DEUX

**NATIONAL CONFERENCE
ON PHYSICIAN HUMAN
RESOURCES**

January 22-24, 2006 OTTAWA

**CONFÉRENCE NATIONALE
SUR LES EFFECTIFS
MÉDICAUX**

du 22 au 24 janvier 2006 OTTAWA

Physician HR Progress Report is published by Task Force Two – A Physician Human Resource Strategy for Canada. The project is funded by the Government of Canada and the medical community. We invite all stakeholder groups to make use of the text in this newsletter as they communicate with their own members. Enquiries and feedback can be directed to Task Force Two via mail, telephone, facsimile or email:

**A Physician Human Resource Strategy for Canada
TASK FORCE TWO**

10 – 99 Fifth Avenue
Ottawa, ON K1S 5K4
Tel.: (613) 233-4789
Fax: (613) 233-6158
E-mail: info@physicianhr.ca
www.physicianhr.ca